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ABSTRACT

In 1998, the demand for educators in Alaska reached an all-time high. The shortage was most critical for music, math, and special education teachers, as well as for counselors. Filling positions in rural areas is especially difficult. An early retirement incentive program has caused a drain on Alaska's pool of teachers. Factors that inhibit Alaska's ability to attract quality educators are a decrease in the base teacher's salary, more difficult and costly certification procedures, and an increase in the time it takes to receive a teaching certificate. Several rural districts offer scholarship programs to encourage local students to pursue teaching degrees, and Alaska Teacher Placement (ATP) makes special efforts to attract Alaskan students to rural teaching. ATP was created to address the teacher shortage and works with all 53 school districts to register prospective teachers and match their placements to specific cultural settings. ATP conducts job fairs and provides career counseling and assistance in resume writing, interviewing, and other job-seeking skills, for education majors. Alaska's beginning teacher salaries are the highest in the nation. After adjustment to the cost-of-living index, Alaska's salaries still rank among the top 15 in the United States. Sixteen data tables and figures compare the state demand to the supply of University of Alaska graduates and ATP registrants and provide details on Alaska's hiring and placement of educators in the 1990s, types of special educators employed and needed, cost of living, and ATP program effectiveness. Appendices present districts in each region, salaries by district, salary rankings, administrator salaries by region, a summary of selected items, and cost-of-living indices. (TD)

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1998 STATEWIDE EDUCATOR SUPPLY & DEMAND REPORT STATE OF ALASKA

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ACKNOWLEDGMENTS

The 1998 edition of the Statewide Educator Supply & Demand report represents Alaska Teacher Placement's continuing commitment to provide a reliable source of information regarding the hiring of educators in the public schools of Alaska. With the use of this data, we can better anticipate and plan for future changes in Alaska's classrooms, encourage and promote enhancement of relevant academic programs in the higher education systems, and further direct Alaska's educators into high demand teaching fields.

Special thanks goes to the Alaskan school district administrators and their support staff whose dedication, professionalism, and support in supplying the data has made this report possible.

Gathering data regarding University of Alaska graduates is time consuming but extremely vital. Our sincere gratitude goes to the Education departments at the University of Alaska Anchorage, the University of Alaska Fairbanks and the University of Alaska Southeast for their diligence in forwarding required data. For compiling, analyzing, and processing this data, much appreciation goes to the ATP staff and whose patience, good humor, and hard work got the final draft to the printers in record time.

The assistance, communication, and cheerfulness from the Department of Education Office of Certification are also to be recognized. Their pleasant attitude while serving the needs of over 5,000 educators seeking certification, and the district administrators seeking those certified, is greatly appreciated by all.

Finally, a great deal of thanks must go to the University of Alaska Fairbanks for its support of Alaska Teacher Placement. The continued commitment of the University of Alaska Fairbanks to its students, educators, and needs of the urban and rural districts throughout the state is to be highly commended.

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Note: For this report, urban communities in Alaska refer to Anchorage, Fairbanks, Juneau, and Matanuska-Susitna; all other communities are considered rural.

SUPPLY AND DEMAND

OVERVIEW

With 1386 new hires, the demand for educators in the state of Alaska in 1998 reached an all time high. With many positions remaining vacant, the demand continues to exceed the supply. *Alaska is facing a teacher shortage!*

The early retirement incentive program that the state has offered for several consecutive years has caused an unprecedented drain on Alaska's talent bank of educators. Alaska's ability to attract quality educators to replenish the pool has been greatly affected by several factors, not the least of which is a decrease in Alaska's base teacher's salary. Certification procedures have become much more difficult and more costly to attain, and the time frame to receive a teaching certificate has increased. Along with this, administrative salaries are no longer competitive with the rest of the United States. The results of these forces have been felt statewide. For instance, 18 special education positions remained vacant in 1998 and teaching waivers are now being issued because "certified" teachers cannot be found. The negative impact these alternative solutions have on Alaska's youth cannot possibly be measured. However, administrators who are not finding qualified teachers are quite aware that many Alaskan students are not receiving the attention or quality of education they deserve.

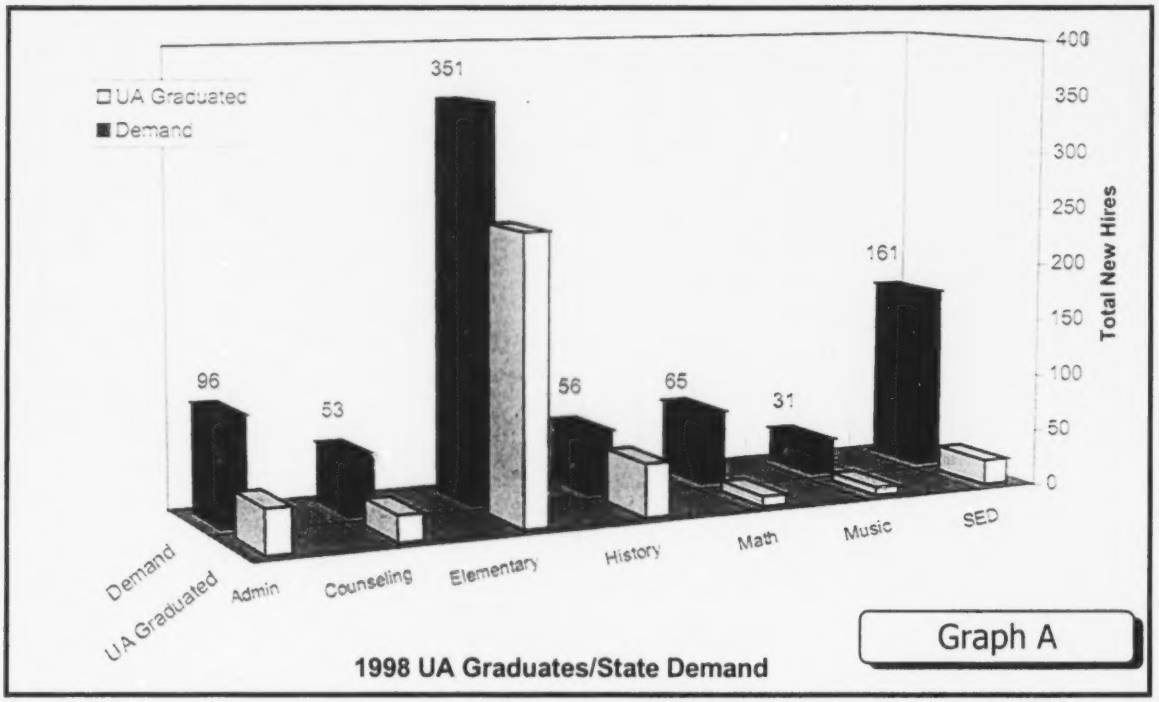
At the University level, the University of Alaska Board of Regents has terminated the BED programs. Students now have to go through a 5-year program in order to receive a teaching certificate. This will certainly mean a reduction in the number of Alaskan students continuing on to complete their special education endorsement at UAA as they would then have to continue for a *sixth* year. The impact of this will be felt in every community in Alaska.

Our current situation is difficult to comprehend when you consider the positive steps that were taken in 1998 to ensure that education of Alaska's youth is still one of the state's top priorities. For instance, the Quality Schools Initiative, incorporated into Senate Bill 36, ensures mandatory performance standards, school accountability measures and funding for Alaska's schools; Governor Knowles' Education Bill provides a long-term, stable source of funding for statewide school construction; and an expansion of the University of Alaska's administrative internship program will help to alleviate the current shortage of administrators. The process is in place. Now the resources need to be found to make that process successful. The challenge is to break down, adjust or modify the barriers that are making it impossible to be a competitive force in a fierce job market.

With the impending retirement of approximately six percent of the current education labor force – including retirements in the Matanuska-Susitna Borough, Juneau, Kenai, Ketchikan, Lower Kuskokwim and North Slope School Districts – departing teachers could create more than 400 position vacancies. **Alaska's demand for educators in 1999/2000 will continue to be over 1200 positions**.

SUPPLY: UNIVERSITY OF ALASKA

As evidenced by this graph, Alaska's universities fall well short of meeting the demand for counselors, music, math and special education teachers. With few students choosing math as a teaching field, this area is now facing critical shortages.



1998 UA Graduates/State Demand

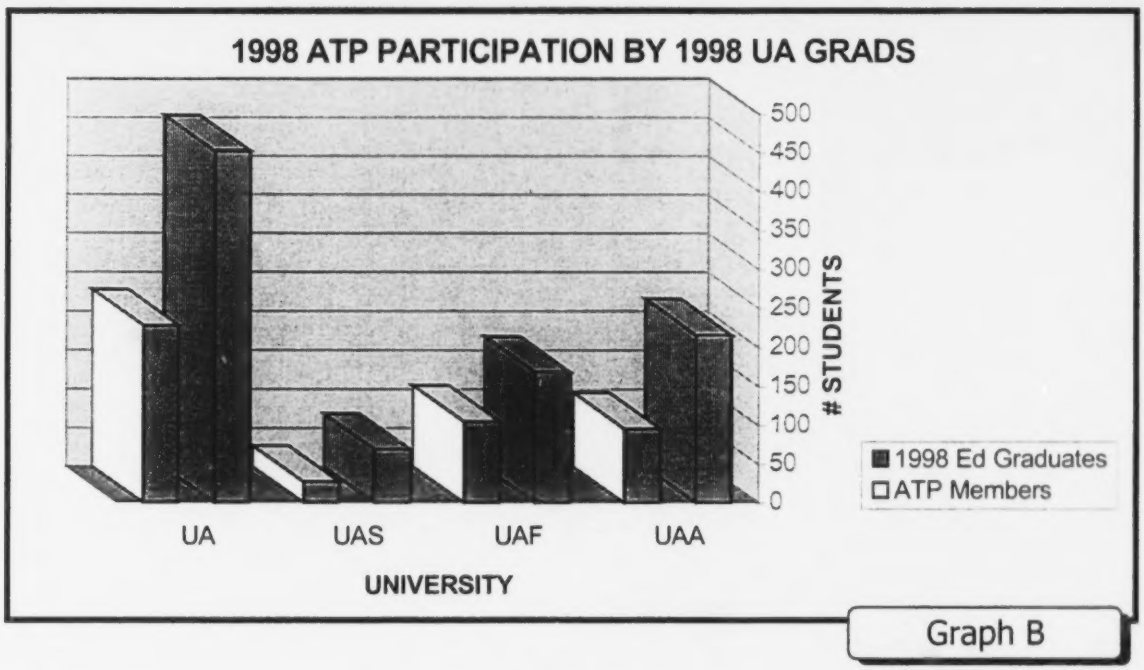
Once again Alaska's universities face new and difficult challenges. A recent mandate from the UA Board or Regents terminated the Bachelor of Education degree. For Alaskan Education majors, a fifth year program is now the only option. It is especially important to note the negative impact this could have on the special education endorsement program, which was originally set up as a fifth year program. The University now faces the difficult task of enticing students into a sixth year program. This could further reduce the numbers of Alaskans electing to pursue a career in special education through UAA. This, in turn, would substantially impact all communities in Alaska. In past recruiting seasons, the supply for special education teachers has come largely out-of-state; this mandate will make outside recruiting even more crucial.

In order to stem the tide of the number of Alaskans who choose to leave the state to pursue special education, the University of Alaska Anchorage is striving to expand its special education program. There will soon be faculty members located at both UAF and UAS to serve students in the rural sites who wish to pursue a Masters program in Special Education. The limitations to this program are twofold: 1) the teacher needs to have access to the internet and 2) the teacher must be situated in a village/city where a host teacher with special education credentials will act as a mentor.

Some districts are actively involved in promoting local students to pursue teaching degrees. Several rural districts offer programs, which encourage and promote Alaska Local or Native

teacher hires through scholarship programs. Lower Kuskokwim School District placed 6 such students (12% of their total hires) and Southwest Region School District placed 4 (13% of their total hires) directly into classrooms in 1998. Such programs greatly enhance the state's need to fulfill demands for teacher diversity.

Alaska Teacher Placement visits UA campuses with an appeal to all education majors to consider teaching in rural Alaska. Efforts are made to make UA students more aware of the exciting professional challenges a one-, two-, or multi-room school in a rural site has to offer. However, as Graph B indicates, only a small percentage of all UA Grads choose this option. This leaves a very limited supply of local teachers—in all endorsement areas—for both rural and urban sites. As an example, the University of Alaska graduated 250 elementary students in 1997/98. Only 68 of these students registered with ATP and indicated that they were interested in a rural site. This makes it very difficult for the district administrators trying to fill the 203 rural elementary positions to hire from Alaska's new graduates.



Graph B

As the figures above indicate, there are a good number of new graduates that are NOT interested in Alaska's job market, especially Alaska's rural areas. Many UA students choose to stay in the urban areas. Every attempt must be made to recruit qualified candidates for Alaska's schools, first from within the State, and then from outside. Alaska's number one resource will always be our own students and experienced teachers, but the fact remains that the needs cannot be met solely from within.

SUPPLY: ATP

During 1998, ATP's registrant pool numbered 1152. Considering that these candidates must fill vacancies in 28 different endorsement areas within 53 school districts, this number is barely sufficient. Many hard-to-fill positions are still open due to a shortage of qualified applicants.

Information concerning supply and demand by endorsement area follows in Table 1. The **supply is the ATP registrant pool**, and the **demand is the total number of new openings** (both rural and urban) for 1998. As is apparent from this table, if a candidate was endorsed in the high demand/low supply area, with strong qualifications and references, and was willing to relocate to any location in Alaska, the chance of acquiring a position was excellent. For example, with only 66 math teachers registered for 23 rurally located elementary positions, odds (1 in 2.9) of obtaining a position are high. If the candidate is endorsed in a high supply/low demand area (such as social studies), placement becomes more difficult. Teachers with expertise in more than one area are much more employable in rural Alaska than those singularly endorsed.

1998 ATP Registrants/State Demand

Table 1

Endorsement Area	# ATP Registrants	Filled Positions Rural	Filled Positions Urban	Statewide Positions	Endorsement Area	# ATP Registrant	Filled Positions Rural	Filled Positions Urban	Statewide Positions
Administration*		63.0	10.0	(*)	Industrial Arts	22	17.0	8.0	140
Central Office		21.0	2.0	(**)	Library/Media	14	8.6	13.0	150
Art	23	3.0	10.0	79	Mathematics	65	23.0	42.0	200
Bilingual/Bicultural	4	4.5	11.0	40	Middle Sch (7-8)	1	16.0	4.7	127
Business Education	19	6.5	3.0	59	Music	26	11.5	19.0	163
Computer Science	9	11.5	1.0	40	OT/PT	0	2.0	2.8	42
Counselor	69	32.0	21.0	225	Physical Ed	47	10.0	21.0	215
Early Childhood	29	24.0	38.7	53	Reading	37	7.0	1.0	46
Elementary (K-6)	492	203.0	147.5	2119	School Psych.	18	5.3	7.0	74
English	142	44.7	46.5	230	Science	126	24.7	42.0	183
ESL	25	5.0	4.0	12	Social Studies	152	18.0	38.0	191
Foreign Lang ***	30	3.3	21.0	72	Special Education	187	68.3	92.8	709
Generalist	54	61.5	10.0	1200	SPED/ECE	36	2.0	0.0	
Gifted/Talented	4	4.3	9.8	84	Speech Path.	10	4.5	15.0	143
Health	24	2.0	0.0	30	Long Term Sub.	122	8.0	5.0	
Home Economics	6	3.0	0.0	40	Other		4.8	16.0	70
					TOTAL		723	662.8	7420

TOTAL 1998 NEW HIRES	1386

(The Statewide Position Totals are taken from the Department of Education's 1996 statistics.)

* Total Statewide Administrative Positions

*** Statewide Foreign Lang.

	Total	New Hire	In-District Transfers
Superintendent	50	13.0	2
Asst/Superintendt.	27	2.0	0
Principal	324	38.0	37
Asst/Vice Principal	83	7.5	9
Principal /Teacher	39	12.5	23
Central Office	161	23.0	13
Total	684	96.0	84

**Central Office Includes:			
Curr. Specialists	27	Directors	40
Dir. Special Ed.	24	Coordinators	63
		Managers	7

	Positions	New Hires
Yupik	6.5	1.0
Inupiat	6.0	1.0
French	12.0	1.0
German	3.5	4.0
Japanese	3.0	2.0
Spanish	24.0	14.0
Russian	5.4	2.0
Other	2.0	
Total	62.4	25.0

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DEMAND

With 1386 new contracts in 1998, the hiring for educators in Alaska reached an all time high. This trend will continue in 1999, with numbers expected to remain over 1200. The retirement incentive programs being offered by Matanuska-Susitna, Kenai, Juneau and several rural districts in 1999 assure another season of high demand for educators.

Graph C depicts the actual number of educators hired since 1991.

Graph C

Table 2

INFORMATION	TOTAL NUMBER	PERCENT OF TOTAL HIRES (1399)
Alaska Residents	1004	72%
Local Residents	650	47%
1st year Teachers	384	28%
Teaching Couples	59	5%
Protected Class	133	10%
Alaska Natives	71	5%

Percentages for the above statistics were taken based on a total of 1399. This is the actual number of people hired to fill the 1386 positions. Of these, 912 were female. There is no way of discerning how many of these positions were in administrative areas.

Table 3 shows the number of educators hired by endorsement area. As is evident, hires by endorsement areas can be very cyclical (such as library/media); what is high one year could be quite low the next. Some educators are endorsed in multiple subject areas. It is important to take this hidden factor into consideration. i.e. A teacher may be hired under one certification but also be required to teach another.

7 Year Survey of New Educators Hired by Endorsement

Table 3

ENDORSEMENT	1991	1992	1993	1994	1995	1996	1997	1998
Superintendent	7.0	9.0	9.0	19.0	7	12	14	13
Asst. Superintendent	0.0	2.0	3.0	7.0	0	1	4	2
Principal	28.0	17.0	31.0	32.0	29	37	57.5	38
Asst/Vice Principal	5.0	7.0	10.0	12.0	8	11	14.7	7.5
Principal/Teacher	16.0	4.0	8.5	20.0	19	30	22.5	13
Central Office	20.0	6.0		7.0	11	17.6	14	23
Art	2.0	2.0	8.5	5.5	6.5	8.5	9.8	13
Bilingual/Bicultural	9.0	9.0	9.5	5.0	10.4	5	9.5	15.5
Business Education	4.0	5.0	12.0	6.0	2	4.3	10	9.5
Computer Science	3.0	4.0	6.0	6.5	4.5	7.2	18.5	12.5
Counselor	26.0	27.0	27.0	23.0	23	23	45.5	53
Early Childhood	8.0	11.0	9.0	8.0	28.4	16.5	41.3	63
Elementary	347.0	231.0	207.0	189.0	217	210	380.5	350.5
English	56.0	37.0	42.0	35.0	41.5	58.9	103.7	91
English as a Second Lang								9
Foreign Language	14.0	10.0	11.0	10.6	8.5	14.1	13	24
Generalist	53.0	54.0	23.0	61.0	37	25.8	68.5	71.5
Gifted/Talented	17.0	7.0	8.4	5.2	12.5	9.5	12.5	14
Health			3.0	2.0	1.5	5	4.5	2
Home Economics	5.0	4.0	6.0	3.8	6	5	2.5	3
Industrial Arts	12.0	11.0	9.4	14.5	13.5	19	17.5	25
Library/Media	9.0	10.0	7.0	11.0	15	16	12.5	21.6
Long Term Substitute	11.0	11.0	4.0	25.0	8	10	8	13
Mathematics	33.0	22.0	44.0	31.5	31.5	46.8	70	65
Middle School	21.0	38.0	22.0	31.5	29.5	34.5	31.5	20.7
Music	21.0	15.0	35.0	23.0	12.8	18.1	22.7	30.5
Occupational Therapists	5.0	5.0	4.5	1.5	4	3	3	4.8
Physical Education	15.0	11.0	11.0	11.4	9.3	16.1	23.7	31
Reading	4.0	8.0	8.5	5.8	10.5	13	10.7	8
School Psychologists	10.0	9.0	11.0	10.0	8	9	11.6	12.3
Science	29.0	27.0	24.0	37.0	23.5	42.2	48.2	66.6
Social Studies	33.0	12.0	20.0	15.0	18	27	37	56
Special Education	147.0	125.0	127.0	116.0	135.3	131.25	151	161.2
Spec Ed/Early Childhood**						22.5	6	2
Speech Pathologists	23.0	15.0	22.0	18.0	19.5	21.3	15	19.5
Other	29.0	26.0	37.0	15.2	5.8	41	14.8	20.8
Total	**1022**	**791**	**820.3**	**824**	**817**	**972**	**1329.7**	**1386**

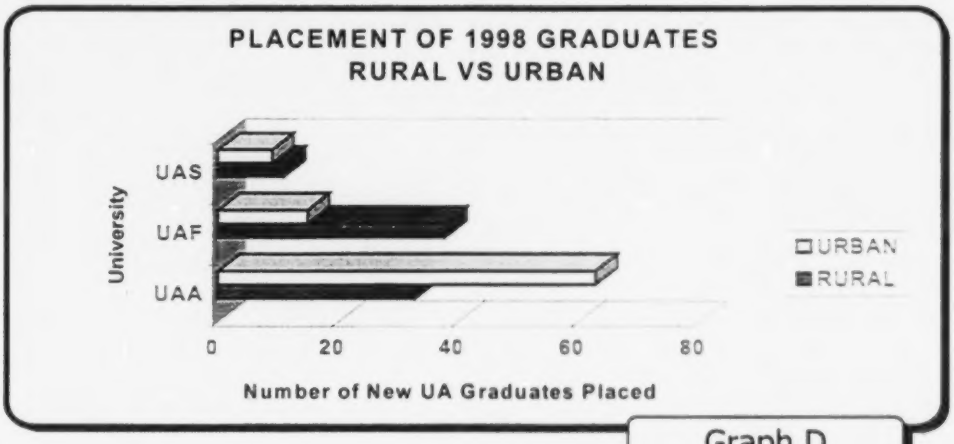
**Information for this endorsement first gathered in 1996.

NOTE: Significant increases over 1997 may be noted in the fields of counseling, early childhood education, industrial arts, library/media and science. While special education has been steadily on the rise since 1994, social studies reached an unprecedented high. The nine areas of highest demand for 1998 were Counseling, Early Childhood, Elementary, English, Industrial Arts, Math, Science, Music, and Special Education. The lowest demand areas are Health, Home Ec and the special ed/early childhood combination.

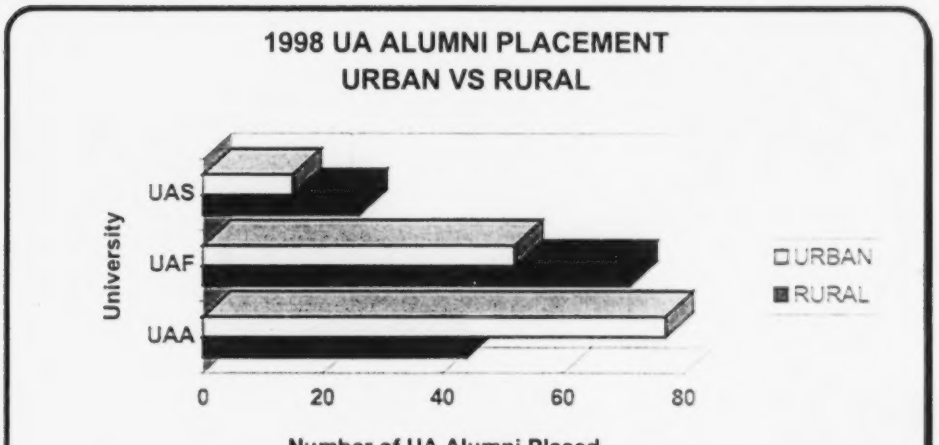
THE DEMAND FOR UNIVERSITY OF ALASKA GRADUATES

- **169 first-year teachers** graduating from the University of Alaska were placed.
- With 55 new teacher hires, Anchorage was the leader in hiring local 1998 graduates.
- Pursuant to the UAF mission, 72% of 1998 UAF graduate placement was in rural sites.

The following graphs depict the number of students accepting positions in the rural areas as opposed to the urban areas.



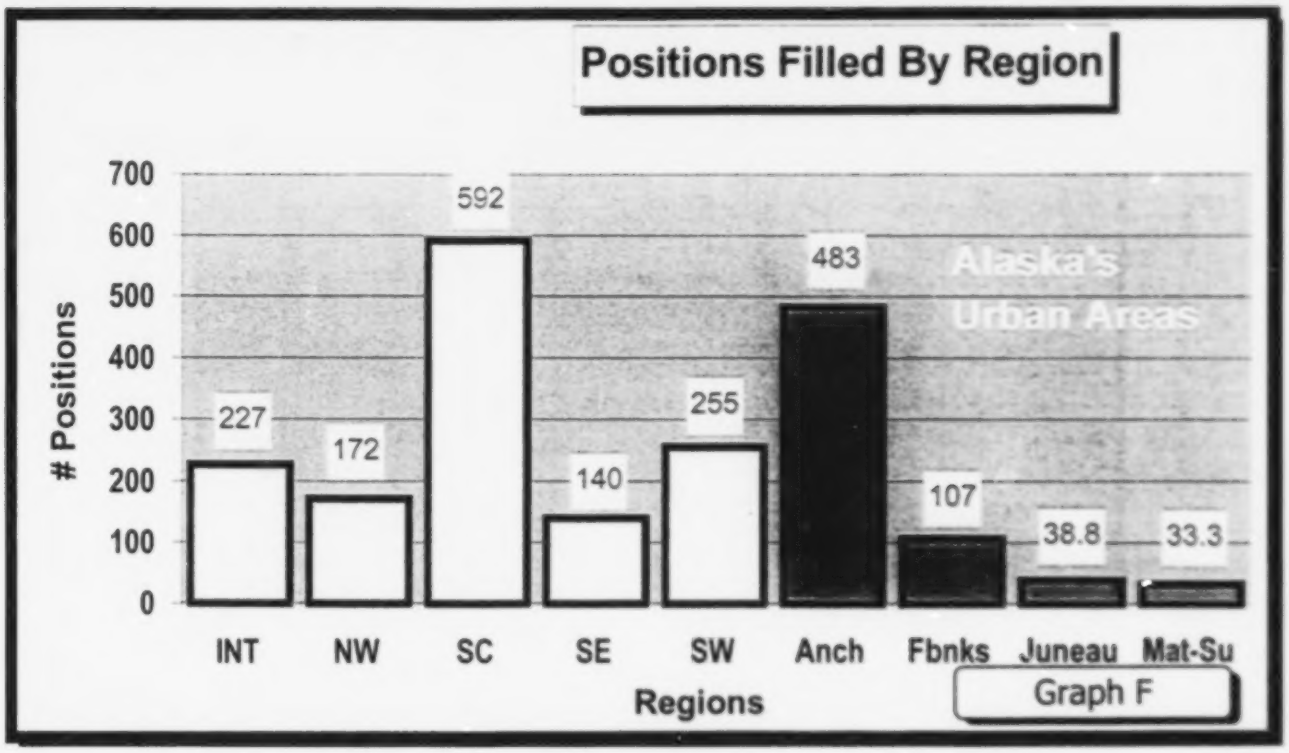
Graph D



Graph E

- **123 UAF alumni** were hired in 1998.
  - *Of these, 83% were placed in rural sites.*
- **285 UA graduates** were hired (21% of total hires).
  - *Of these, 141 (50%) were placed in a rural site.*
- 50 of the 107 educators hired by the Fairbanks North Star Borough School District are UAF graduates. This is 47% of their 1998 hires.

Graph F depicts the number of positions filled by each region for 1998. For a key of districts in each region see Appendix II. The cities are also included in the regions.



FACTOIDS:

- 48% of all positions filled in the state in 1998 were in urban areas. This is 10% HIGHER than 1997. This increase was due to the high turnover in Anchorage caused by the high number of retirees.
- 23 Alaskan school districts reported an increase in the number of certified teaching and support staff hired during 1998. This represents a combined total of 219 new positions, 150 of which were located in urban sites. Of the new positions, **104 occurred in Anchorage.**
- 16 districts reported a decrease in the number of certified teachers and support staff hired during 1998. This represents a loss of 48 positions for these districts. **Of these cutbacks, 40 occurred rurally**.
- 12 districts reported an increase of 12 positions in the number of certified administrators hired during 1998.
- 12 districts reported a decrease (15 positions) in the number of certified administrators hired during 1998. **Of these losses, 12.5 occurred rurally**.

Overall, Alaska's school districts saw a net increase of 168 available positions over 1997. These increases are mainly the result of student population growths within the urban areas.

Table 4 shows the total positions filled by each district. As the number of increased or decreased positions each district reports adjusts "turnover rates", some turnover rates may seem very low. The total district staff numbers are included in this table to help the reader keep the turnover percentages in perspective.

Positions Filled by District
Table 4

	NEW HIRES		Total	Adjusted		NEW HIRES		Total	Adjusted
District	Admin	Teacher	Staff	Turnover	District	Admin	Teacher	Staff	Turnover
Alaska Gateway	1	9	45.25	24%	Kodiak	6	17.8	209	11%
Aleutain Region	4.5	0	9.5	33%	Kuspuk	0	12.6	56	22%
Aleutians East	0	5	37	15%	Lake & Pen	3	22.5	69	36%
Anchorage	4	479	3100	15%	L. Kuskokwim	5	48	329	16%
Annette Island	1	5	37	16%	Lower Yukon	5	38	181	23%
Bering Strait	3	46.5	198.5	24%	Matanuska	5	28.25	872	4%
Bristol Bay	0	2	28	7%	Mt. Edgecumb	0	3	20	15%
Chatham	2.5	3.5	29	26%	Nenana	2	6	17	47%
Chugach	0	1	17	6%	Nome	2	8.5	63.5	16%
Copper River	0	5	48.5	11%	North Slope	3	54	237	23%
Cordova	0	2	41	5%	NW Arctic	6.5	48	170	30%
Craig City	2	5	30	23%	Pelican	0	0	5	0%
Delta	1	8	75	11%	Petersburg	0	9.5	54	18%
Denali	0	4	33	11%	Pribilof	0	3	15	38%
Dillingham	0.5	18.5	54	34%	Sitka	2	13.5	129	12%
Fairbanks	3	104	1065	10%	Skagway	1	5	14	40%
Galena	1	26.6	56	48%	Southeast Is.	1	1	27	9%
Haines	0	2.7	11.7	23%	Southwest R.	3.5	25	91	30%
Hoonah	0	2	20	11%	St. Mary's	0	2	15.5	13%
Hydaburg	2	2	10	57%	Tanana	0	3	11	25%
Iditarod	6	13	47	39%	Unalaska	0	8	34	24%
Juneau	0	38.8	371.7	10%	Valdez	1	7.25	67	13%
Kake	0	3	17.6	17%	Wrangell	0	6	38	16%
Kashunamiut	2	8	27	33%	Yakutat	2	4	18	35%
Kenai	5	49	730.5	8%	Yukon Flats	0	12	48	25%
Ketchikan	1	20.5	165	13%	Yukon Koyukuk	6	16	63	37%
Klawock	1	0	18.5	6%	Yupiit	4	11	37	41%
					STATE OPERATED SCHOOLS				
Alyeska Central	1	0	28	4%	Alaska Voc Tec	1	7		21%
SESA	1	1	18.5	15%					

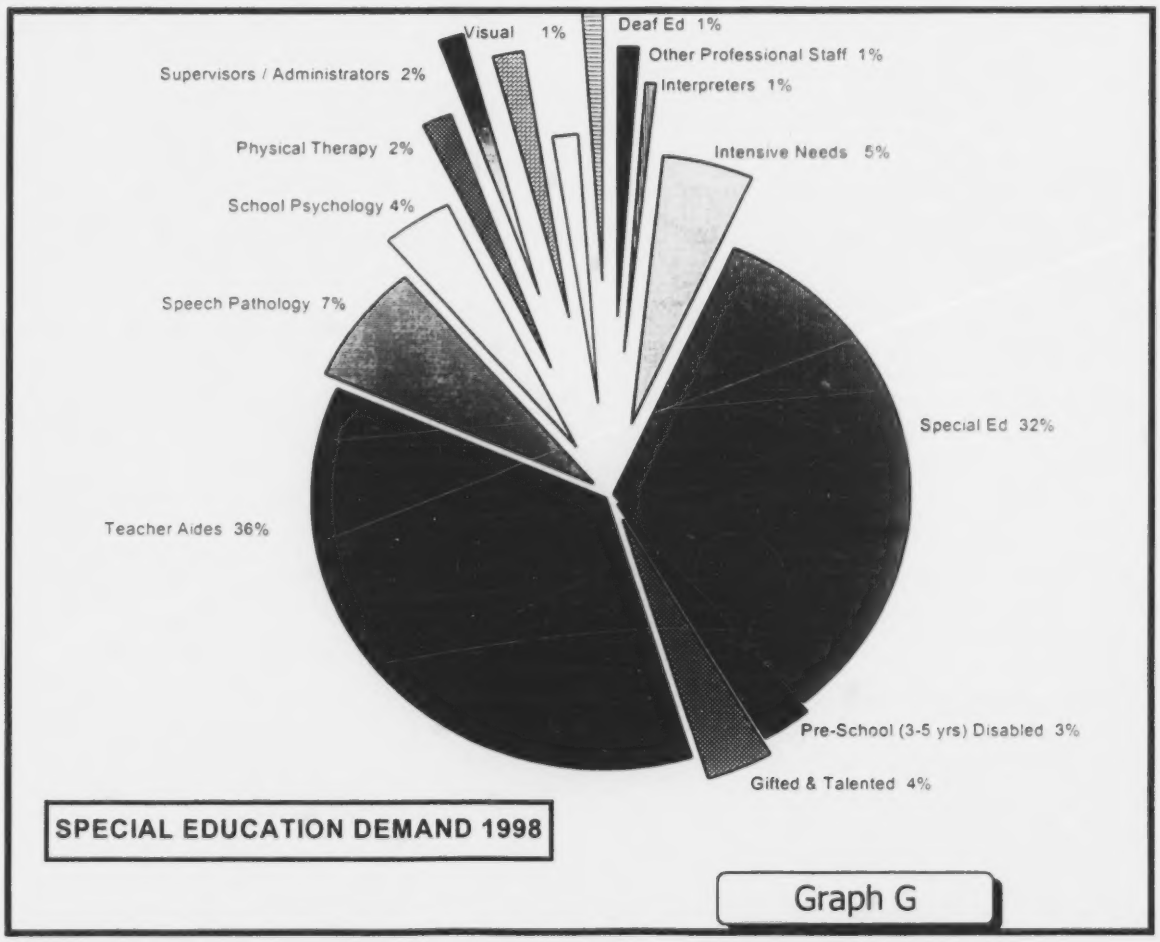
Average Turnover for Alaska's School Districts

All districts	**16%**
Urban Districts	**11%**
Rural Districts	**22%**

SPECIAL EDUCATION DEMAND FOR ALASKA IN 1998

The demand for Special Education teachers in Alaska continues to far exceed the supply. At this time, there are :

- 11 UAA students teaching under special education waivers.
- 134 new hires for the 824 special education positions in the areas of LD, ED and MR (including 24 non-certified); **18 positions remained unfilled**.
- 91 certified gifted/talented instructors.
- 176 speech pathologist positions; **9 positions remained unfilled**. ATP had 10 registered speech pathologists this past year – for 20 positions (5 rural).
- 91 school psychologist positions in the state; **11.5 positions remained unfilled** (7 in Anchorage).
- 926 special education teacher aides.
- 37 special education administrators in the state.



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SPECIAL EDUCATION TEACHERS

Table 5

Number (FTE) and type of teachers employed and needed to provide special education and related services for students with disabilities.

1998

	[1]		[2]		[3]	[4]		[5]		[6]	[7]
Certification	**New Hires**		**Retained Staff**		**Vacant Positions**	**Total Demand (1+2+3)**		**Was there a change in the number of positions this year?**		**Was this position filled more than once this year?**	**Services Contracted**
	Certified	Not Cert.	Certified	Not Cert.		Certified	Not Cert.	# Increase	# Decrease	How Many?	(FTE)
Deaf Ed	2	0	19	2.63	3.2	24.2	2.63	1	0	0	1
Visual	2	0	13.47	2.43	1	16.47	2.43	1	0	0	1
Intensive Needs	8	6.45	98	12	1	107	18.45	3.2	1	1	10.7
Special Ed (LD,ED,MR)	134.2	5.5	648.14	18.35	18	800.34	23.85	32.48	5	3	2
Pre-school (3-5 yrs) Disabled	2	0	55.95	6.18	0.5	58.45	6.18	0.15	0	0	1
Gifted and Talented	10.05	0	81.15	1	1.37	92.57	1	1.5	0.88	0	1.5
Totals	**158.25**	**11.95**	**915.71**	**42.59**	**25.07**	**1099.03**	**54.54**	**39.33**	**6.88**	**4**	**17.2**
Teacher Aides	2.25	127.57	1.15	787.29	11.5	3.4	926.36	31.14	2.33	0	0.15
OTHER SPECIAL ED RELATED PERSONNEL:											
Speech Pathology	19	1	148.11	10.52	9	176.11	11.52	3.5	0.3	0	15.52
School Psychology	15.4	1	64.5	0	11.5	91.4	1	6	1	0	9.463
Adaptive Physical Ed	0	0	3.85	1	0	3.85	1	0	0	0	0
School Social Worker	0	0	1	0	0	1	0	0	0	0	0
Audiology	0	0	1.35	0	0	1.35	0	0	0	0	3.5
Recreation Therapy	0	0	0	0	0	0	0	0	0	0	1
Occupational Therapy	1	0.5	18.89	0	0.1	19.99	0.5	3	0	0	9.44
Physical Therapy	3.5	0.6	38.12	0	2.1	43.72	0.6	1.5	0	0	9.903
Counselors-Special Ed	1	0	1.3	0	0	2.3	0	0	0	0	0.25
Supervisors/Administrators (SEA)	10.6	0	25.6	2.25	1	37.2	2.25	0	0	0	0.92
Other Professional Staff	2	0	34.77	0	1.48	38.25	0	0.5	1	0	2
Non-professional Staff	1	0.4	8	27	0	9	27.4	1	0	0	0.5
Interpreters	1	2	11.25	14	1	13.25	16	2	0	0	0
Nurses & Health	6	0	57	0	0	63	0	2	0	0	0

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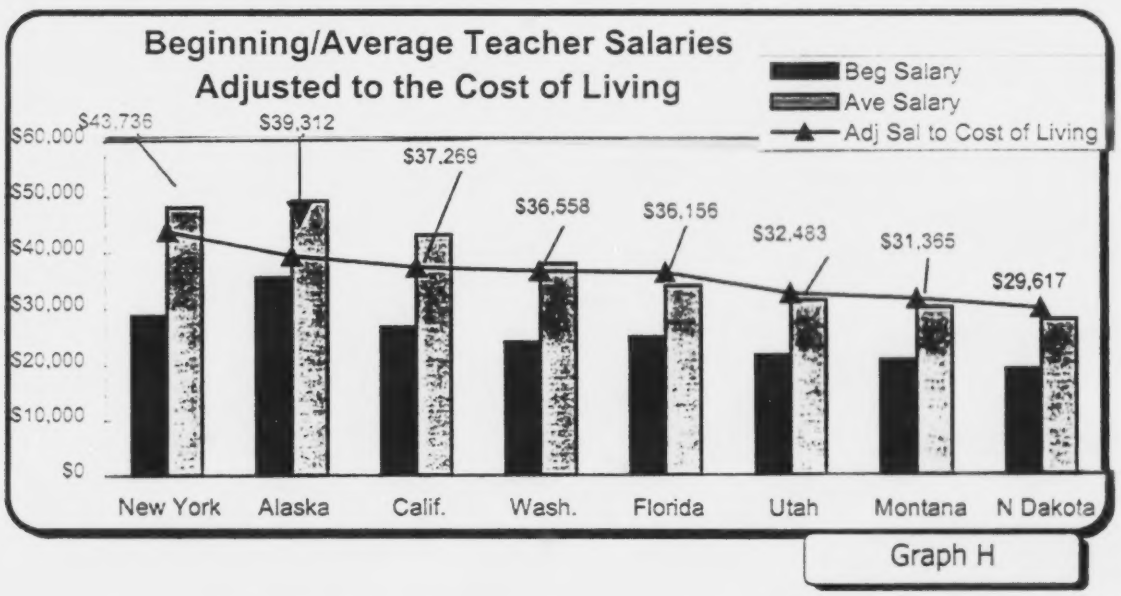
SALARY AND COST OF LIVING INFORMATION

SALARIES

Alaska's salaries have seen very little change since 1994. Since that time, they have only risen 3.8%. Compared to 1997 salaries, the base teacher salary has actually decreased by .8%. However, Alaska's beginning teacher salaries are still the highest in the nation. With the average salaries at 128% of the U.S. average, Alaska's educators have one of the highest compensation rates in the nation. However, several districts are no longer compensating for years of experience. Anchorage and Matanuska-Susitna, for example, are bringing in all new hires at entry level. Juneau will compensate for up to four years experience. According to statistics compiled by the American Federation of Teachers, after adjustment to the cost-of-living index, Alaska's salaries still rank among the top 15 in the U.S. (see appendix V). Average base salaries for principals and administrators rose marginally, increasing by approximately 3%.



Graph H

Alaska's Economic Outlook is rather grim if you watch the falling oil prices. However, the fact remains that the oil field services workforce remains the busiest it's been in a decade. As Governor Knowles says, "...we have the wealth and resources to fix the problem of stabilizing our fiscal future." Case in point: Construction is running more that $100 million ahead of last year's level, building supply industries and engineering services are ballooning along with it, air transportation and the communication industry is skyrocketing and the Permanent Fund Dividend soared to a new record. Retail employment is the real star, however. At a growth of 26% since 1990, it has grown faster than any other industry but services. All of this growth might soften the blow of the fact that Alaskans may be facing something that is the norm for residents in any other state - an income tax.

COST OF LIVING

For the year ending June 1997, the rate of inflation for Anchorage (reflecting prices for most of Alaska) rose 1.6% from 1996. While the rate for the U.S. average rose 2.6%. This Consumer Price Index is greatly affected by the housing market, which is healthy and stable.

Over the past 20 years, Alaska's per capita income has decreased to a rate that has narrowed the historical income advantage of living in Alaska. However, lower tax burdens, growing economies, increased business competition and more competitive prices in Alaska's housing market have lowered the cost-of-living and ameliorated this loss of income advantage. For example, the cost of Anchorage housing is low when compared to Seattle or San Diego.

One needs to be very careful when studying cost of living information. Many indices only provide baseline information. For instance, the transportation costs in many studies (such as the following Runzheimer study) include such items as bus fare, gasoline prices, and automobile repairs. Alaskan villages do not have buses and many **do not have roads**. On the other hand, these same studies may not account for air transportation, the most common means of travel in Alaska. For most rural communities, costs can be relatively high. For example, the price of gasoline can run as high as $2.85/gallon in a village as compared to $1.30/gallon in Anchorage. Corresponding higher salaries help to offset cost differences.

The chosen cost-of-living study (see appendix VI) was completed by the research firm of Runzheimer International which looked at the comparative income necessary to maintain a certain standard of living in different areas of the country.

- *A "base" family of four with a $32,000 income and their own 1500 sq. ft. home in the fictitious city of Standard was the median. *This study DID NOT take into account Alaska's Permanent Fund Dividend program which would add another $6000 to the household's pre-tax income.*

National Living Cost Standards- Dec. 1997

Table 6

REGION/CITY	TOTAL	% STAND.	TAXATION	% STAND.	HOUSING	% STAND.
WEST:	**COSTS**	**CITY**		**CITY**		**CITY**
State of Alaska	**$34,328**	**107.0**	**$6,291**	**88%**	**$12,848**	**119%**
ANCHORAGE, AK	**$32,696**	**102.0**	**$6,429**	**90%**	**$11,234**	**104%**
FAIRBANKS, AK	**$32,899**	**102.8**	**$6,254**	**88%**	**$11,473**	**109%**
JUNEAU, AK	**$37,385**	**117.0**	**$6,189**	**87%**	**$16,097**	**150%**
Boise,ID	$30,690	96.0	$6,674	94%	$10,562	98%
Portland, OR	$34,378	107.0	$6,779	95%	$13,269	123%
San Diego, CA	$37,045	116.0	$6,702	94%	$15,435	**143%**
Tacoma, WA	$33,713	105.0	$7,167	101%	$11,905	111%
SOUTHWEST						
Denver, CO	$32,155	101.0	$6,182	87%	$11,532	107%
Phoenix, AZ	$31,262	98.0	$6,510	92%	$10,300	96%
MIDWEST						
Milwaukee, WI	$34,184	106.8	$8,494	119%	$12,081	112%
Omaha, NE	$31,255	98.0	$7,552	106%	$10,170	95%
SOUTHEAST						
Miami, FL	$31,067	97.0	$6,673	94%	$9,724	90%
Raleigh, NC	$31,068	97.0	$7,522	106%	$10,088	94%
ATLANTIC						
Boston, MA	$39,354	123.0	$7,775	109%	$15,631	145%
Philadelphia, PA	$37,199	116.0	$9,063	127%	$12,646	118%
STANDARD CITY	$32,000	-	$7,113	-	$10,766	-

Alaska Economic Trends, June 1998; Runzheimer International Living Cost Standards

ATP

HOW WE BEGAN

Prior to 1974, recruitment for teaching vacancies in Alaska was independent in each district. In some cases, administrators traveled to a likely area, rented a room, and placed an advertisement in the local newspaper. Much past hiring was done "sight unseen" in response to letters of inquiry from teacher candidates in other states. This haphazard approach contributed to high turnover as many teachers had little or no knowledge of the community or environment and left after one year of service. The State Department of Education was frequently the recipient of "I want to teach in Alaska" letters, but could not devote the time or resources to an employment service of such a complex nature.

In response to the frustration expressed by the State Department of Education and district personnel, the Career Planning and Placement Office of the University of Alaska Fairbanks agreed to become a clearinghouse and referral center, providing employment services to districts who chose to participate. Funding was provided by UAF. The placement services primarily served rural and railbelt districts such as Lower Yukon, Pribilof, Delta-Greely, Alaska Gateway, Haines, Bering Straits, and Nome.

As demand for employment services increased, the Alaska Association of School Administrators successfully lobbied the legislature on behalf of UAF for a full-time position, and **"Alaska Teacher Placement"** was born.

Today, due to the ongoing commitment of the University of Alaska Fairbanks and school district administrators, ATP continues to grow. ATP once served only a handful of administrators (less than 50% of the school districts utilized ATP). Now, 100% of Alaska's 53 school districts are ATP participants. Alaska Teacher Placement prides itself on its close relationship with the school districts, facilitating the hiring of educators best suited to each specific cultural setting.

The number of educators who annually register with ATP has tripled in recent years. ATP's staff has increased to handle this larger workload and the variety of services has also increased. ATP's professional staff provides career counseling for education majors, assistance in resume writing, interviewing, and other job-seeking skills. The filing system has developed into a computerized program that allows for individualized referrals.

ATP is a department within the Division of Student Services and is located in the Gruening Building. For the future, we see Alaska Teacher Placement continuing to provide a much-needed service to the education community statewide, and to provide accurate information and referral for teachers "Coming into the Country."

PROGRAM EFFECTIVENESS

All total, there were 1157 people registered with Alaska Teacher Placement in 1998. Of these, 600 were offered positions. The following table shows the number of people registered for Alaska Teacher Placement's programs.

1998 Total ATP Program Participants
Table 7

Program	Number of Registrants
Referral	798
Summer Job Fair(s)	343
Spring Job Fair	700

Many registrants participate in more than one program. ATP offers several job fairs to facilitate the hiring process. The spring job fair is the largest with 40-45 districts attending to share information about their district and interview potential personnel. The summer fairs held at the UAF campus are of a smaller scale, but more direct in the hiring practices. Contracts are often offered on site. People do not have to register with ATP to participate in the spring job fair, but do have to register to be involved in one or more of the summer job fairs. For this reason, the number of participants for all programs exceeds the number of actual registrants.

As is evident from Table 7, educators who limit their participation with ATP to one program are not as successful as those who participate in several are. ATP placed 33% of those educators who registered only in the referral program, but 57% of those who participated in the referral program, the April fair and at least one summer fair. The best place for many educators to begin their job search is at the spring job fair in April when districts are building their personnel files for use at a later time when positions become vacant. **50% of all ATP hires trace back to the spring fair.**

1998 ATP Program Effectiveness
Table 8

	Registered	Placed
Referral Only	240	91→38%
Spring Job Fair Only	360	150→42%
ATP Referral & Summer Fair(s)	236	140→60%
ATP Referral & Anchorage Fair	311	205→66%
ATP Referral & June Fair Only	133	85→64%
ATP Referral & July Fair Only	86	43→50%
Referral, Spring Fair & at least One Summer Job Fair	79	47→60%

ATP FACTS

* 555 (42%) of the 1386 new hires statewide were ATP registrants.
* 343 (63%) of these ATP hires were Alaskan residents.
* Of the 724 new hires in the rural Alaska school districts (excluding Fairbanks, Anchorage, Juneau and Matanuska-Susitna), 447 (62%) were ATP referrals.
* 64% of ATP registrants who participated in the referral program and at least 1 job fair attained employment.
* Acknowledging that the urban districts use ATP only for their hard-to-fill positions, ATP still placed 102 registrants in these districts.
* Excluding the hires made directly from local communities, ATP placed 75% of all the educators employed in the state.

RECRUITMENT

Even with the large number of registrants, shortages still exist in certain endorsement areas. To assist Alaska's school districts in meeting these demands, ATP increased recruitment efforts with particular emphasis on selected endorsement areas. Recruitment trips were made to universities in Oregon, Washington, Idaho, Montana, Iowa, California, Arizona, Minnesota, Colorado and Utah. Information sessions were presented to hundreds of educators, encouraging them to register with ATP and discover the opportunities in our Alaska school system. Other recruitment efforts included attending the Council for Exceptional Children and American Speech-Language Hearing Association (ASHA) conferences, advertising in the AAEE (American Association for Employment in Education) manual and the ASHA periodical, having an article about ATP published in the AAEE national magazine, the "Staffer", and the NWAAEE newsletter. Recruitment advertising via the Internet is extensive.

ATP has a "Cooperating University" network with universities throughout the United States. Information is sent to the career centers at these cooperating campuses for dispersal to their students, alumni and faculty. Teaching shortages, vacancy opportunities, and job fair details are publicized along with application procedures. The response to these efforts is always encouraging, with a significant number of registrants applying from these universities.

UNIVERSITY OF ALASKA PLACEMENT THROUGH ATP

UA graduates receive ATP's services free of charge for the year following graduation, and all education majors are encouraged to register. ATP's director visits UA education classes and students are made aware that 87% of ATP's placement is in rural districts. As this type of service may not meet their needs, many UA graduates choose not to register with ATP. Others do register knowing they may not be interested in teaching in a rural site.

STATEWIDE:

* 225 University of Alaska graduates registered with ATP.
* 131 of these UA graduates (59%) accepted positions in 1998.
* UA graduates hired through ATP services account for 10% of the total number of educators hired in Alaska in 1998.
* 145 first-year UA graduates registered with ATP. Of these, 88 (61%) were offered positions.

UNIVERSITY OF ALASKA ANCHORAGE:

* Of the 85 University of Alaska Anchorage graduates registered with ATP, 45 (53%) accepted positions.
* Of the 63 first year UAA graduates registered with ATP, 37 (59%) accepted positions in 1998.

UNIVERSITY OF ALASKA SOUTHEAST:

* Of the 30 University of Alaska Southeast graduates registered with ATP, 17 (57%) accepted positions.
* 8 of the 15 (54%) first year UAS graduates registered with ATP accepted positions.

UNIVERSITY OF ALASKA FAIRBANKS:

* Of the 110 University of Alaska Fairbanks graduates registered with ATP, 69 (63%) accepted positions.
* 43 out of 67 (65%) first-year UAF graduates accepted positions in 1998.

APPENDIX I

"DISTRICTS PER REGION" KEY

INT

ALASKA GATEWAY
COPPER RIVER
DELTA GREELY
FAIRBANKS
GALENA
IDITAROD
NENANA
DENALI
TANANA
YUKON FLATS
YUKON KOYUKUK
MONROE

NW

BERING STRAIT
NOME
NORTH SLOPE
NORTHWEST ARCTIC

SC

ANCHORAGE
CHUGACH
CORDOVA
KENAI
MATANUSKA-SUSITNA
VALDEZ
SPECIAL ED SERVICE AGENCY

SW

ALEUTIAN REGION
ALEUTIANS EAST
BRISTOL BAY
DILLINGHAM
KASHUNAMIUT
KODIAK
KUSPUK
LAKE & PENN
LOWER KUSKOKWIM
LOWER YUKON
PRIBILOF
SOUTHWEST REGION
ST. MARY'S
UNALAKSA
YUPIIT

SE

ANNETTE ISLANDS
CHATHAM
CRAIG
HAINES
HOONAH
HYDABURG
JUNEAU
KAKE
KETCHIKAN
KLAWOCK
PELICAN
PETERSBURG
SITKA
SKAGWAY
SOUTHEAST ISLAND
WRANGELL
YAKUTAT
MT. EDGECUMBE
ALYESKA CENTRAL

APPENDIX II

SALARIES BY DISTRICT

District	1998 Base Teacher	1998 Masters Level	1998 Top Teacher	1998 Base Administrator
Alaska Gateway	$35,016	$39,568	$63,379	$71,000
Aleutian Region	$32,660	$37,383	$62,092	$70,000
Aleutians East	$36,100	$39,048	$62,628	$70,000
Anchorage	$30,097	$37,555	$57,555	$60,000
Annette Island	$33,425	$38,439	$61,836	$65,000
Bering Strait	$32,479	$35,673	$58,030	$66,208
Bristol Bay	$33,667	$45,000	$58,446	$65,000
Chatham	$32,930	$46,000	$56,666	$60,000
Chugach	$31,730	$33,283	$53,330	n/a
Copper River	$34,000	$37,000	$58,000	$65,866
Cordova	$33,456	$45,000	$58,091	$62,000
Craig City	$30,814	$35,436	$57,007	n/a
Delta/Greely	$31,400	$34,617	$55,166	$59,000
Denali	$31,439	$34,617	$62,114	$68,500
Dillingham	$34,586	$61,132	$61,132	$60,000
Fairbanks	$32,091	$35,942	$60,652	$61,445
Galena	$34,500	$38,951	$58,236	$72,500
Haines	$28,209	$32,026	$54,565	$65,663
Hoonah	$35,016	$39,568	$63,379	$30,000
Hydaburg	$30,782	$34,887	$54,040	$55,000
Iditarod	$32,779	$37,696	$62,936	$43,651
Juneau	$31,418	$34,560	$60,842	$65,839
Kake	$32,183	$36,828	$56,008	$57,000
Kashunamiut	$36,500	$45,000	$60,500	$70,000
Kenai	$30,093	$32,337	$51,413	$54,998
Ketchikan	$30,544	$35,125	$58,030	$60,351
Klawock	$29,621	$34,064	$60,723	$63,000
Kodiak	$32,981	$37,598	$66,622	$71,808
Kuspuk	$35,092	$38,951	$36,622	$50,555
Lake & Peninsula	$33,762	$37,138	$59,759	$62,220
Lower Kuskokwim	$34,976	$38,746	$64,707	$61,730
Lower Yukon	$34,379	$39,880	$63,543	$54,426
Matanuska	$31,037	$35,691	$60,522	$57,277
Nenana	$30,833	$34,049	$56,729	$60,000
Nome	$31,820	$35,638	$63,322	$63,322
North Slope	$39,974	$43,993	$69,792	$81,700
Northwest Arctic	$34,598	$30,237	$67,144	$75,000
Pelican	$33,249	$37,400	$57,675	$70,000
Petersburg	$30,712	$35,319	$59,888	$63,000
Pribilof	$35,159	$38,000	$63,989	$55,000
Sitka	$30,659	$58,351	$58,351	$58,351
Skagway	$30,046	$33,345	$53,137	$50,000
Southeast Island	$29,344	$34,626	$57,754	n/a
Southwest	$35,560	$38,760	$60,452	$72,500
St. Mary's	$34,248	$38,358	$58,907	$73,000
Tanana	$35,080	$39,171	$60,409	$78,000
Unalaska	$36,639	$40,026	$64,760	$70,000
Valdez	$34,804	$38,284	$62,647	$62,282
Wrangell	$29,634	$32,598	$54,823	$60,000
Yakutat	$28,974	$34,317	$58,615	$63,000
Yukon Flats	$32,020	$38,639	$61,964	$60,000
Yukon Koyukuk	$34,855	$58,850	$55,626	$57,211
Yupiit	$35,250	$61,292	$59,711	$65,292
AVERAGE	**$32,891**	**$38,981**	**$59,326**	**$62,754**

Base Salaries taken from 1997 ATP District Surveys

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APPENDIX III

Salary Rankings

Average Salary Rank	State	1997 Beginning Salary	1997 Average Salary	% fo 1997 U.S. Average	Average Salary Adjusted to Cost of Living	Adjusted Rank
1	Connecticut	$29,154	$51,181	133%	$43,067	4
2	New Jersey	$28,039	$49,786	130%	$43,025	5
3	Alaska	$35,502	$49,140	128%	$39,312	14
4	New York	$28,749	$48,000	125%	$43,736	3
5	**Michigan**	**$26,404**	**$47,769**	124%	**$50,437**	**1**
6	Pennsylvania	$29,426	$47,147	123%	$47,136	2
7	Massachusetts	$26,445	$44,101	115%	$38,788	16
8	Rhode Island	$25,497	$43,084	112%	$40,002	12
9	California	$26,684	$42,992	112%	$37,269	22
10	D.C.	$25,937	$42,424	110%	$34,774	35
11	Illinois	$27,210	$42,339	110%	$42,314	6
12	Delaware	$24,349	$41,436	108%	$40,773	9
13	Maryland	$26,548	$41,257	107%	$38,739	17
14	Oregon	$25,373	$41,093	107%	$41,334	8
15	Nevada	$28,538	$40,817	106%	$39,109	15
16	Ohio	$22,146	$38,944	101%	$40,689	10
17	Indiana	$24,172	$38,722	101%	$42,040	7
18	Minnesota	$25,600	$38,276	100%	$39,598	13
19	Hawaii	$25,965	$38,105	99%	$29,311	51
20	Wisconsin	$24,830	$37,878	99%	$40,147	11
21	Washington	$23,933	$37,860	99%	$36,558	25
22	Colorado	$23,068	$36,271	94%	$35,485	32
23	Virginia	$24,774	$36,116	94%	$37,172	23
24	Vermont	$24,934	$36,053	94%	$36,816	24
25	New Hampshire	$23,690	$36,029	94%	$34,056	40
26	Georgia	$25,434	$35,679	93%	$38,441	18
27	Tennessee	$21,705	$34,267	89%	$38,100	19
28	Florida	$24,736	$33,885	88%	$36,156	28
29	Kentucky	$23,018	$33,802	88%	$38,099	20
30	Maine	$21,108	$33,676	88%	$34,615	36
31	Iowa	$21,884	$33,272	87%	$36,266	27
32	West Virginia	$22,278	$33,258	87%	$37,525	21
33	Arizona	$24,286	$33,208	86%	$33,424	41
34	Kansas	$21,909	$33,150	86%	$35,858	31
35	Missouri	$23,205	$33,143	86%	$35,292	33
36	South Carolina	$22,681	$32,659	85%	$35,954	30
37	Alabama	$26,717	$32,470	85%	$36,320	26
38	Texas	$24,079	$32,426	84%	$36,065	29
39	Idaho	$19,715	$31,818	83%	$33,186	42
40	Nebraska	$21,189	$31,768	83%	$34,494	37
41	Wyoming	$22,010	$31,716	83%	$32,316	44
42	Utah	$21,475	$31,310	82%	$32,483	43
43	North Carolina	$21,136	$31,019	81%	$34,066	39
44	Arkansas	$20,680	$30,987	81%	$35,284	34
45	Oklahoma	$23,847	$30,187	79%	$34,289	38
46	Montana	$20,592	$29,958	78%	$31,365	46
47	New Mexico	$22,840	$29,715	78%	$30,818	48
48	Louisiana	$21,087	$28,347	74%	$31,246	47
49	North Dakota	$18,889	$27,709	72%	$30,125	50
50	Mississippi	$20,264	$27,662	72%	$31,413	45
51	South Dakota	$19,820	$27,072	70%	$29,617	49
	U.S. Average	**$24,507**	**$37,643**		**$37,643**	

SURVEY & ANALYSIS OF SALARY TRENDS 1997; AMERICAN FEDERATION OF TEACHERS

APPENDIX IV

1997-1998 ADMINISTRATOR SALARIES BY REGION

SUPERINTENDENT	SE	SC	SW	INT	NW	AK
AVG. SALARY	$78,915	$99,593	$90,425	$85,769	$95,773	$87,236
AVG. DAYS	248	252	250	256	244	250

PRINCIPAL ELEMENTARY	SE	SC	SW	INT	NW	AK
AVG. TOP SALARY	$72,395	$76,166	$72,375	$70,499	$80,706	$74,812
AVG. DAYS	202	205	205	200	209	203

PRINCIPAL HIGH SCHOOL	SE	SC	SW	INT	NW	AK
AVG. TOP SALARY	$70,982	$82,455	$77,113	$76,457	$83,904	$79,798
AVG. DAYS	206	215	217	212	212	213

PRINCIPAL K-12	SE	SC	SW	INT	NW	AK
AVG. TOP SALARY	$63,001	$80,742	$77,270	$69,818	$78,967	$76,699
AVG. DAYS	209	212	209	210	208	210

ASSOCIATION OF ALASKA SCHOOL BOARDS: 1997-98 SCHOOL ADMIN. SALARY & BENEFITS REPORT

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APPENDIX V

SUMMARY OF SELECTED ITEMS 1997-98
REGIONAL & STATEWIDE AVERAGES

	SALARY					
REGION	SE	SC	SW	INT	NW	AK
AVERAGE TEACHER SALARY	$48,802	$47,806	$49,562	$48,805	$48,093	$48,275
AVERAGE BASE SALARY	$31,385	$30,274	$34,364	$32,162	$34,937	$31,530
AVERAGE MASTERS ONLY	$35,411	$33,613	$38,910	$37,575	$38,835	$35,468
AVERAGE TOP SALARY	$58,733	$60,179	$62,864	$60,708	$64,003	$60,694
BASKETBALL COACH	$3,713	$3,291	$2,837	$3,630	$3,354	$3,379
CERTIFIED SUBSTITUTE	$93	$86	$115	$95	$134	$102
NON-CERTIFIED SUBSTITUTE	$73	$69	$84	$71	$116	$78

	BENEFITS (% OF DISTRICTS OFFERING)					
REGION	SE	SC	SW	INT	NW	AK
DISTRICT HOUSING	29%	33%	87%	40%	75%	52%
LONGEVITY INCREMENT	24%	67%	40%	10%	25%	30%
TUITION REIMBURSEMENT	18%	33%	40%	50%	25%	33%
NON-BUSINESS TRAVEL	12%	0%	33%	30%	75%	25%
DISABILITY INSURANCE	6%	33%	33%	30%	50%	25%
PROFESSIONAL LIABILITY	35%	67%	20%	40%	50%	37%
TRAVEL INSURANCE	29%	50%	53%	40%	100%	46%
AVG. TOTAL INSURANCE (COST/TEACHER)	$5,920	$5,154	$5,580	$7,007	$8,001	$5,779

	LEAVE BENEFITS					
REGION	SE	SC	SW	INT	NW	AK
AVERAGE PERSONAL (DAYS PER YEAR)	3	4	3	3	3	3
AVERAGE PERSONAL (DAYS CUMULATIVE)	4	6	7	6	7	6
% DISTRICTS CASH IN (W/PERSONAL LEAVE)	41%	100%	66%	40%	100%	60%

	ENROLLMENT/STAFFING/WORK YEAR					
REGION	SE	SC	SW	INT	NW	AK
AVG STUDENTS/TEACHER	14.96	16.25	12.26	16.3	12.96	15.39
AVG TOTAL CONTRACT DAYS	185	187	191	190	192	188
AVG STUDENT CONTRACT DA	176	173	172	173	180	174

*PTR Figures do not include teacher aides also in the classroom.

ASSOCIATION OF ALASKA SCHOOL BOARDS 1997-98 ALASKA TEACHER SALARY AND BENEFITS REPORT

APPENDIX VI

ACCRA COST OF LIVING INDEX

Third Quarter 1997

City	All Items Index	Grocery Items	Housing	Utilities	Transportation	Health Care	Misc. Goods & Services
WEST							
Anchorage, AK	123.0	120.0	132.3	88.0	112.0	170.1	119.3
Fairbanks, AK	128.7	118.4	134.0	166.7	119.6	168.1	115.3
Juneau, AK	140.0	122.6	164.2	157.2	117.2	165.5	125.2
Kodiak, AK	145.1	144.2	151.6	175.7	116.8	158.5	137.9
Boise, ID	102.6	98.0	109.8	69.8	104.0	113.6	104.2
Las Vegas, NV	106.2	107.4	110.1	76.1	107.5	124.2	105.9
Portland, OR	106.8	103.4	118.9	77.0	109.9	121.8	101.7
San Diego, CA	119.9	112.1	147.5	101.3	120.4	122.2	104.3
Tacoma, WA	101.0	100.7	103.3	70.8	102.8	140.4	98.8
SOUTHWEST							
Dallas, TX	98.2	97.6	94.2	95.9	105.2	106.4	98.9
Denver, CO	106.4	101.4	119.6	82.9	112.7	122.4	98.6
Phoenix, AZ	103.5	105.7	102.0	106.4	112.0	112.6	99.1
Santa Fe, NM	114.0	104.3	134.4	102.3	115.3	106.9	105.2
MIDWEST							
Milwaukee, WI	103.9	101.9	124.0	81.6	101.7	102.2	94.0
Oklahoma City, OK	90.9	88.5	80.0	95.3	95.2	90.0	99.3
Omaha, NE	92.2	94.5	92.6	87.8	102.3	89.2	89.7
SOUTHEAST							
Atlanta, GA	100.5	100.8	98.9	97.8	99.2	106.9	101.7
Nashville, TN	95.6	99.2	94.9	91.2	97.4	94.5	95.3
Birmingham, AL	98.4	97.7	94.8	102.6	95.5	98.3	101.5
Miami, FL	106.4	101.0	108.1	108.8	117.6	111.9	103.0
Raleigh, NC	104.1	101.3	113.0	99.1	97.3	104.1	101.0
ATLANTIC/NEW ENGLAND							
Boston, MA	138.5	110.2	194.5	143.4	121.6	135.8	108.5
Baltimore, MD	98.4	98.7	95.4	108.7	100.5	97.9	97.7
Philadelphia, PA	122.5	109.0	140.0	169.8	119.2	102.8	107.1

ALASKA ECONOMIC TRENDS; June 1997

*Please note: This index gives only the baseline costs. ACCRA (American Chamber of Commerce Research Association), DOES NOT consider the area's tax costs. Transportation costs do not include air travel, which is expensive.

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